

Message Text

LIMITED OFFICIAL USE

PAGE 01 ATHENS 01643 272005Z

20

ACTION EUR-12

INFO OCT-01 IO-10 ISO-00 CIAE-00 COME-00 EB-07 INR-07

LAB-04 NSAE-00 SIL-01 AID-05 DODE-00 PM-03 H-01 L-02

NSC-05 PA-01 PRS-01 SP-02 SS-15 USIA-06 SAJ-01 TRSE-00

OMB-01 XMB-02 /087 W

----- 081663

R 271650Z FEB 75

FM AMEMBASSY ATHENS

TO SECSTATE WASHDC 7669

INFO USMISSION GENEVA

USMISSION EC BRUSSELS

AMCONSUL THESSALONIKI UNN

LIMITED OFFICIAL USE ATHENS 1643

DEPT ALSO FOR EUR/EX

EO 11652: NA

TAGS: ELAB GR AFSP

SUBJECT: LABOR - NEW NATIONAL COLLECTIVE BARGAINING

AGREEMENTS PROVIDE INCREASED BENEFITS

TO NATION'S WORKERS

REF: ATHENS 831

1. SUMMARY: NEW COLLECTIVE BARGAINING AGREEMENTS NEGOTIATED BETWEEN REPRESENTATIVES OF THE MAJOR INDUSTRIAL, COMMERCIAL AND PROFESSIONAL ORGANIZATIONS WITH THE GENERAL CONFEDERATION OF GREEK WORKERS WERE SIGNED FEB 26. AGREEMENTS PROVIDE FOR BASIS 20 PERCENT INCREASE IN MINIMUM WAGES OF BOTH BLUE AND WHITE COLLAR WORKERS, INCREASED TRAINING OPPORTUNITIES, REDUCTION OF WORK WEEK, AND INITIATION OF EQUAL PAY FOR EQUAL WORK FOR BOTH SEXES. PRIME MINISTER IN ANNOUNCING AGREEMENTS PRAISED BOTH MANAGEMENT AND LABOR FOR SELF RESTRAINT EXHIBITED UNDER PRESENT NATIONAL DIFFICULTIES. END SUMMARY.

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 ATHENS 01643 272005Z

2. THREE NEW NATIONAL GENERAL COLLECTIVE LABOR

AGREEMENTS WERE SIGNED FEB 26 AT AN OFFICIAL CEREMONY ATTENDED BY PRIME MINISTER, COORDINATION MIN, LABOR MINISTER, AND PRINCIPAL REPRESENTATIVES OF EMPLOYER AND LABOR ORGANIZATIONS. NEGOTIATIONS LEADING TO THESE AGREEMENTS HAD BEEN CARRIED OUT ON THE MANAGEMENT SIDE BY REPRESENTATIVES OF INDUSTRIALIST, COMMERCIAL AND PROFESSIONAL ASSOCIATIONS WHILE LABOR'S INTERESTS WERE REPRESENTED BY THE NATIONS TOP LABOR ORGANIZATION, GENERAL CONFEDERATION OF GREEK WORKERS (GSEE).

3. THE FIRST AGREEMENT INCREASES MINIMUM DAILY WAGES FOR UNSKILLED WORKERS IN THE PRIVATE SECTOR BY 20 PERCENT. THE INCREASE WILL BE EFFECTED IN TWO STAGES, I.E. ON MAR 1, 1975 AND AUG 1, 1975. FOR MALE WORKERS, THE NET EFFECT WILL BE TO INCREASE DAILY WAGES FROM 182 DRACHMAS TO 219 DRACHMAS WHILE FOR FEMALE WORKERS DAILY REMUNERATION WILL ESCALATE FROM 158 DRACHMAS TO 190 DRACHMAS.

4. THE SECOND AGREEMENT RATIFIED YESTERDAY PROVIDED FOR A 20 PC SALARY INCREASE FOR THE NATIONS WHITE COLLAR WORKERS. THE SAME TWO STEP PROGRAM APPLIES TO THIS CATEGORY AS WELL. FOR THE AVERAGE WORKER IN THIS GROUPING, THE MINIMUM MONTHLY SALARY WILL BE UPPED FROM 3750 DRACHMAS TO 4550 DRACHMAS.

5. THE THIRD LABOR AGREEMENT PROVIDES FOR SEVERAL IMPROVEMENTS IN THE LOT OF THE NATIONS WORKING CLASSES. FIRSTLY, IT REDUCES THE ANNUAL WORK WEEK FROM 48 HOURS TO 45 HOURS EFFECTIVE JULY 1, 1975 AND STIPULATES CONDITIONS FOR THE ESTABLISHMENT (IF DESIRED) OF A FIVE DAY WORK WEEK. IT ALSO ARRANGES FOR ANNUAL LEAVE OF BLUE COLLAR WORKERS TO BE EQUALIZED GRADUALLY WITH THAT AFFORDED WHITE COLLAR WORKERS. ADDITIONALLY, WITH THE AIM OF FFACILITATING TRADE UNION EDUCATION, THE AGREEMENT STIPULATES THAT BUSINESS ENTERPRISES EMPLOYING MORE THAN 100 WORKERS MUST PROVIDE, IN ADDITION TO ANNUAL LEAVE, A TWO WEEK PERIOD OF LEAVE WITH PAY TO ONE PERCENT OF ITS WORKERS LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 03 ATHENS 01643 272005Z

(TO BE SELECTED BY THE GSEE) FOR SPECIALIZED LABOR EDUCATION TRAINING. IT FURTHER PROVIDES FOR THE INITIATION OF A THREE YEAR PROGRAM WHOSE GOAL WILL BE "EQUAL PAY FOR EQUAL WORK" AS BETWEEN THE SEXES. THE PROGRAM WILL COMMENCE JULY 1, 1975 AT WHICH TIME FEMALE WAGE EARNERS IN THE UNSKILLED CATEGORY WILL EQUAL ABOUT 91 PC OF THOSE EARNED BY MALES. BY JULY 1978 THE SAME PAY WILL BE AFFORDED BOTH SEXES. IN CONNECTION

WITH THIS LATTER PROGRAM, MIN OF LABOR LASKARIS ANNOUNCED HE WILL DEPOSIT IN PARLIAMENT FOR ITS RATIFICATION INTERNATIONAL LABOR CONVENTION 100 WHICH PROVIDES THAT EQUAL PAY FOR EQUAL WORK SHOULD BE EFFECTED BETWEEN THE SEXES.

6. PRIME MINISTER CARAMANLIS CATEGORIZED AGREEMENTS AS "REALISTIC" ONES WHICH HAD BOTH INCREASED THE INCOME OF LABOR WHILE SIMULTANEOUSLY SAFEGUARDING THE NATION'S SMOOTH ECONOMIC DEVELOPMENT. HE ACKNOWLEDGED THE DIFFICULTIES OF BOTH EMPLOYERS AND WORKERS UNDER THE IMPACT OF INFLATIONARY PRESSURES AND HE THANKED BOTH GROUPS FOR RESPONDING TO THE GOVERNMENT'S PRIOR APPEALS FOR UNDERSTANDING AND SELF RESTRAINT. HE THEN UNDERLINED THE GOVTS EFFORTS ON BEHALF OF THE LABORING CLASS TO INSURE THAT DEMOCRATIC PRINCIPLES WOULD BE RESTORED IN THE FIELD OF LAWFUL AND RESPONSIBLE TRADE UNIONISM. HE STATED THAT TO DATE THE GOVT HAD TAKEN MEASURES TO PURGE TRADE UNION ADMINISTRATIONS (I.E. "DEJUNTIZATION"), TO RESTORE THE PRINCIPLES OF NATIONAL GENERAL COLLECTIVE AGREEMENTS, AND TO ABOLISH STATE INTERVENTION IN SETTLING COLLECTIVE DIFFERENCES. HE ACKNOWLEDGED THERE IS STILL MUCH TO BE DONE AND EXPRESSED HOPE THAT ALL COULD BE SOLVED SUCCESSFULLY SO LONG AS "COOPERATION AND MUTUAL UNDERSTANDING PREVAILED".

7. LABOR MINISTER LASKARIS IN COURSE OF CEREMONY REMARKED THAT SIGNING OF AGREEMENTS REPRESENTED "TRUE LANDMARK IN ANNALS OF GREEK SOCIAL AND LABOR POLICY" AND HE PRAISED THE SPIRIT OF MUTUAL UNDERSTANDING AND COOPERATION WHICH PREVAILED IN NEGOTIATIONS. SPOKESMAN FOR EMPLOYERS EMPHASIZED THAT BOTH PARTIES TO NEGOTIA-

LIMITED OFFICIAL USE

PAGE 04 ATHENS 01643 272005Z

TIONS HAD EXHIBITED "PROFOUND SENSE OF DUTY" AND THAT THIS FACTOR COUPLED WITH "GENUINE SENSE OF SACRIFICE ON PART OF EMPLOYERS HAD PERMITTED SOUND RESULTS TO BE REACHED". GSEE SPOKESMAN STRESSED THAT THE LEGITIMATE DEMANDS OF LABOR HAD BEEN MET IN THIS INSTANCE AS RESULT OF "RESTORATION OF COLLECTIVE BARGAINING PROCEDURES". HE PLEDGED THAT LABOR WAS FULLY CONSCIOUS OF GRAVITY OF CURRENT ECONOMIC SITUATION AND WOULD CONTRIBUTE TOWARDS MAINTAINING "SOCIAL PEACE AND NATIONAL ECONOMIC PROGRESS".

8. CONCLUSION THESE AGREEMENTS DO REPRESENT A "WATERSHED" OF SORTS I THAT IT IS THE FIRST OCCASION SINCE 1969 (REFTEL) THAT LABOR AGREEMENTS HAVE BEEN REACHED AS RESULT OF FREE AND DIRECT INTERPLAY BETWEEN

EMPLOYER AND EMPLOYEE ORGANIZATIONS. WHILE IT DOES IN THAT SENSE REPRESENT SIGNIFICANT STEP FORWARD IN RESTORATION OF NORMAL ACTIVITY IN LABOR MANAGEMENT RELATIONS, THERE ARE STILL MANY STEPS YET TO BE TAKEN BEFORE TRULY NORMAL OPERATIONS OBTAINED IN THIS AREA. SEPARATE AIRGRAM WILL FOLLOW ON EFFECT OF NEWLY PASSED LABOR LEGISLATION WHICH RELATES INTER ALIA TO FORTHCOMING ELECTIONS TO BE HELD FOR LEADERSHIP POSITIONS IN NATIONS UNIONS AND FEDERATIONS.

9. IT QUITE LIKELY THAT ANNOUNCEMENT OF THESE NEW SALARY AND WAGE AGREEMENTS -- COUPLED WITH PRIOR INCREASES GIVEN IN PUBLIC SECTOR REPORTED REFTEL -- WILL GENERATE INCREASED PRESSURES ON EMBASSY FOR ANALOGOUS INCREASES FOR ITS OWN LOCAL EMPLOYEES.
KUBISCH

LIMITED OFFICIAL USE

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: COLLECTIVE BARGAINING AGREEMENTS, LABOR OBJECTIVES, LABOR UNIONS
Control Number: n/a
Copy: SINGLE
Draft Date: 27 FEB 1975
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: GolinoFR
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1975ATHENS01643
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D750070-0463
From: ATHENS
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1975/newtext/t1975029/aaaaahbm.tel
Line Count: 186
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION EUR
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 4
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: 75 ATHENS 831
Review Action: RELEASED, APPROVED
Review Authority: GolinoFR
Review Comment: n/a
Review Content Flags:
Review Date: 22 APR 2003
Review Event:
Review Exemptions: n/a
Review History: RELEASED <22 APR 2003 by ShawDG>; APPROVED <23 APR 2003 by GolinoFR>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
05 JUL 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: LABOR - NEW NATIONAL COLLECTIVE BARGAINING AGREEMENTS PROVIDE INCREASED BENEFITS
TAGS: ELAB, GR
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 05 JUL 2006